

Equalities Policy

Latest Review October 2018

Welton St. Mary's Church of England Primary Academy



Together we care, learn and thrive

Welton St Mary's Church of England Primary Academy

'Everyone is an insider, there are no outsiders –whatever their beliefs, whatever their colour, gender or sexuality'

Archbishop Desmond Tutu February 2004

Introduction

At Welton St Mary's Church of England Primary Academy we believe that all should feel welcomed, valued and nurtured as part of our community. This inclusion is essential as preparation for our children so they can make a positive contribution to life in a multi-cultural, multi-faceted world in which we live. Hospitality, inclusion and reverence for all are part of the core values which underpins all our work and practice and is central to our Christian ethos. Welton St Mary's Church of England Primary Academy aims to provide an environment where we all feel valued and free from discrimination, reflecting the world of all its rich diversity. We are committed to promoting the understanding of the principles and practices of equality – treating all those associated with our school as individuals according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively promote an anti-bullying stance which includes making explicit the unacceptability of racist, disablist and homophobic remarks. We actively seek to combat all forms of negative discrimination.

Special Educational Needs

Within the umbrella of inclusion we understand that, as individuals, children and adults alike all require some form of support. We recognise for some this may be specific and sometimes require the help of professionals and other agencies. (See Special Educational Needs policy)

Accessibility

The school has worked hard to be as accessible as possible. However should any individual encounter any difficulties with our provision; we would actively seek to support them.

The curriculum

At Welton St Mary's Church of England Primary Academy we provide a broad and balanced curriculum that is accessible to all children, recognising individual needs and working closely in partnership with parents and other professionals. We plan our curriculum to extend our children's knowledge and experience of Christianity as a global faith and other religions, cultures, languages and celebrations. We ensure that our curriculum echoes the diversity of our society. Our curriculum planning, the resources we choose and the behaviour we expect reflect the commitment of staff, parents/ carers and volunteers to actively include all the children.

Educational inclusion is about equal opportunities, for all children, whatever their age, gender, ethnicity, attainment and background. It ensures particular attention to the provision made for the achievement of different groups of pupils within our school. We are aware that specific groups of children can under-achieve and / or suffer discriminatory practice than others within our society.

These groups include:

Girls and boys;

transgender children;

Minority ethnic and faith groups, travellers, asylum seekers and refugees;

Pupils where family members are in prison;

Pupils who need support to learn English as an additional language;

Pupils with disabilities;

Pupils with special educational needs;

Gifted and talented pupils;

Children 'looked after' by the authority;

Other groups of children (such as sick children, young carers, children under stress, children from single parent families, children with parents / carers with drug or alcohol dependency issues, children with same sex parents/carers);

Any pupils who are at risk of disaffection and exclusion;

At Welton St Mary's Church of England Primary Academy we are committed to constantly monitoring, evaluating and reviewing our practice to ensure that the entire school community, and, in particular, all our pupils:

Make good progress and achieve

Are able to learn effectively without interference and disruption

Are treated respectfully

Receive additional help according to their needs

Have access to a broad and balanced curriculum

Feel safe, secure and happy within the school setting

Equality Objectives

At Welton St Mary's Church of England Primary Academy, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

Objective 1: To close gaps in attainment and achievement between students and all groups of students; especially gender, students eligible for free-school meals, students with special educational needs and disabilities, looked after children

Objective 2: To raise levels of attainment in core subjects for vulnerable learners.

Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Objective 4: to promote cultural understanding and awareness of different religious beliefs within our school, local, national and global community .

Objective 5: To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs.

Objective 6 . For all staff to undergo equality training in order to increase staff awareness of responsibilities under the Equality Act.

We will update our equality objectives every four years and will publish progress on them annually in our equality information. We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights.

We take seriously our legal duties regarding discrimination. When drawing up this policy we felt that, whilst this is a stand-alone document, inclusion permeates all aspects of school life and this document should therefore be read in conjunction with other policies (e.g. SEN policy, behaviour policy, anti-bullying policy and curriculum policy)

Signed: _____ **Mark Smith**
Chair of Governors

Date: 1st November 2018